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ABSTRACT

This report describes achievements of Colorado's Division for Developmental Disabilities' Community Integrated Employment (CIE) Program for the 1990-91 period. The report begins with a definition of "community integrated employment." Text and graphical data on characteristics of persons in community integrated employment, including age distribution, gender distribution, ethnicity distribution, functioning level, and funding sources are presented. Employment outcomes are then reported, including numbers of individuals receiving job services, average hourly wages, relationship between wage level and functioning level and between wage level and service strategy, hours worked, integration areas, and integration by service strategy. The final section looks at satisfaction and decision-making power in CIE services, analyzes activity levels by day service setting and functioning level, and compares decision-making for persons in community integrated employment programs and segregated day programs. (DB)

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ED 391 342

COMMUNITY INTEGRATED EMPLOYMENT

OUTCOME REPORT

JULY 1990 TO JUNE 1991

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COLORADO DIVISION FOR DEVELOPMENTAL DISABILITIES
COMMUNITY INTEGRATED EMPLOYMENT

Outcome Report: July, 1990 to June, 1991

INTRODUCTION

The definition of "Community Integrated Employment" (CIE) includes the following:

> Development of jobs in integrated work settings that consist of paid employment, where supervision, supports, and/or training are coordinated through provider agencies. Provider agencies facilitate a variety of job related activities, such as securing employment and supporting the employee on the job for an indefinite period of time. Community integrated employment strategies include, but are not limited to: (1) individual supported employment, (2) programs in industry, work stations in industry, or enclaves, (3) mobile work crews, and (4) entrepreneurial strategies.

Colorado has been a leader in the area of community integrated employment opportunities for persons with developmental disabilities since 1985. In June, 1985, 117 individuals were employed in the community. As of June, 1991, the Community Centered Boards reported that a total of 1,379 individuals were employed. Concurrently, another 461 individuals were actively participating and receiving a variety of community integrated employment services to achieve a job. Of the individuals employed as of June, 1991, the average hourly wage was $3.47 per hour, and they were working an average of 23.9 hours per week.

RESULTS

The following information represents achievements made during the period of June 30, 1990, through June 30, 1991, following expansion of the Community Integrated Employment Program across the State of Colorado through 20 Community Centered Boards that coordinate services for individuals who have developmental disabilities.

I. CHARACTERISTICS OF PERSONS IN COMMUNITY INTEGRATED EMPLOYMENT

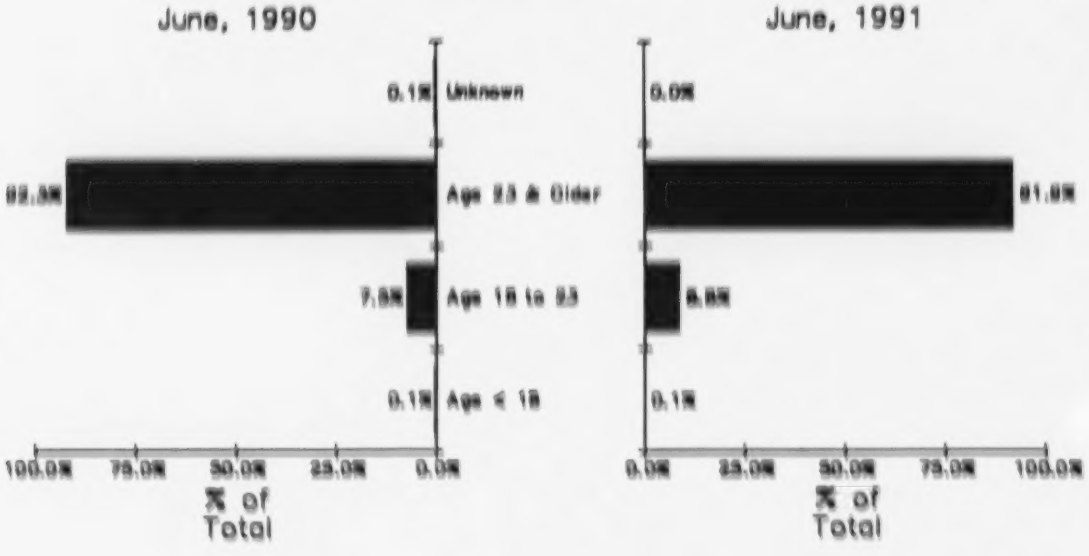
AGE DISTRIBUTION

Two types of aging trends are shaping the services that may be offered to individuals with developmental disabilities in the future. One is the changing age composition of the United States population, with a growing number of elderly. The second is the large number of individuals with developmental disabilities exiting from high school who want an alternative to sheltered work centers when they enter the adult system. The following exhibit gives information on the second trend. Exhibit 1 illustrates the age distribution of individuals employed and participating in CIE as of June 30, 1990, and June 30, 1991. As would be expected, the majority of persons served during both calendar quarters were age 23 or older (92% for June 30, 1990 and 92% for June 30, 1991). There was no sign of significant increase in serving persons age 18 to 22 (7.5% for June 30, 1990 and 8.8% for June 30, 1991 in community integrated employment services).

The CCB's involvement with transitional services for young adults moving from school to work is still very limited. This is in part due to the large number of individuals waiting for adult services across Colorado (1,218). The Rocky Mountain Resource and Training Institute is currently in the last year of its five year collaborative transition from school to adult life project. Students graduating from targeted local schools have been participating in transition services, with long term funding. Results have been very good, including significant local system changes, active parent and self-advocate participation, and statewide policy impacts.

EXHIBIT 1

Age Distribution of Individuals Enrolled during Quarters Ending June 30, 1990 and June 30, 1991

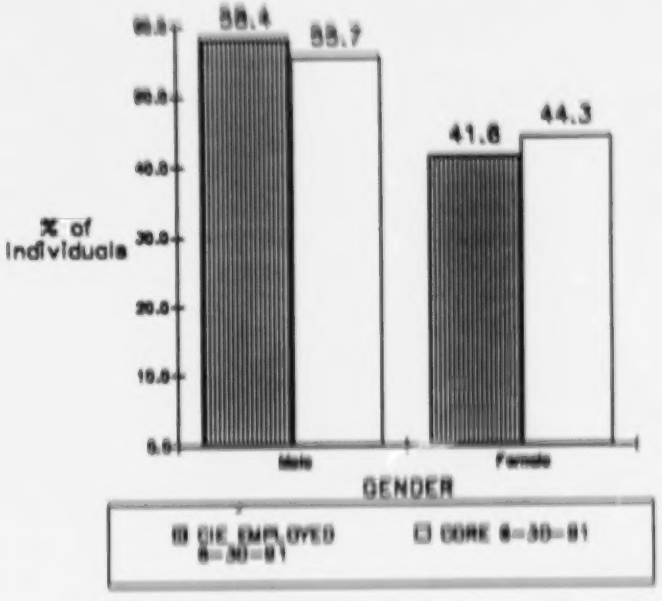


GENDER DISTRIBUTION

Because the general population of the United States has biased access to employment services based on gender; it is important to monitor access of employment services for individuals with developmental disabilities. Exhibit 2 compares the gender distribution of individuals employed during the quarter ending June 30, 1991, with adults in the developmental disabilities service system during June, 1991. The data indicates that there is no apparent gender bias in relation to access to employment opportunities for individuals with developmental disabilities.

EXHIBIT 2

Comparison of the Gender of Individuals Employed in CIE with Individuals Enrolled in Division Funded Adult Programs as of June 30, 1991



ETHNICITY DISTRIBUTION

Of the persons employed through CIE as of June 30, 1991, the vast majority were White, with Hispanic and Black constituting the next largest ethnic constituencies. While all ethnic groups are represented in community integrated employment in the same general proportions as adults served by the Division in any program (Exhibit 3), it appears that job placement is more successful for individuals with developmental disabilities who are White than for those of a minority group. In reviewing the June 30, 1990, ethnicity distribution, the trend has not changed. However, it will continue to be important to monitor the ethnicity of the CIE consumer population closely in relationship to the ethnicity of all persons being served to identify any discrepancies and needed actions to assure equal opportunities for all ethnic groups. Potentially valuable information could be gathered if the ethnicity distribution were broken down by Community Centered Board for future analysis.

EXHIBIT 3

Comparison of the Ethnicity of Individuals Employed in CIE and Individuals in Division Funded Adult Programs as of June 30, 1991

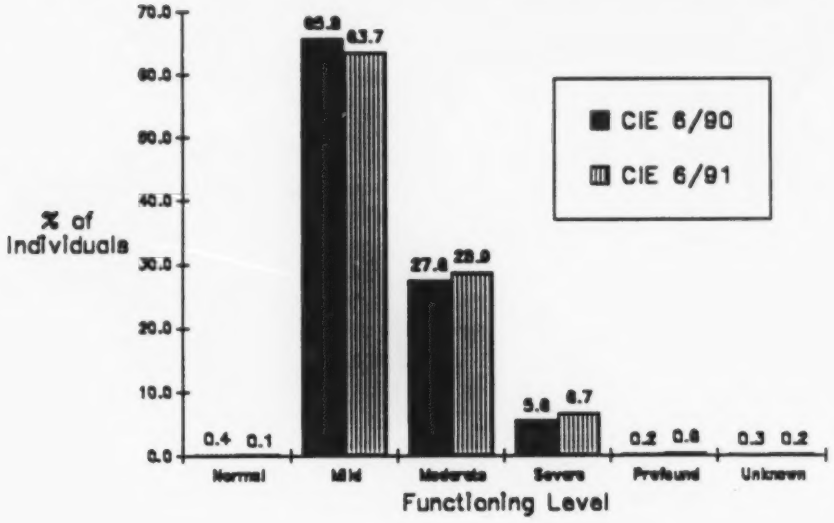
Ethnicity	% Colo. Adult Pop.	% DD Funded Adults in Day Prg.	% Employed as of 6/30/91
White	83.2	80.2	81.9
Hispanic	10.6	15.7	14.0
Black	3.7	3.1	2.8
Asian/Pacific Islander	1.7	0.5	0.8
American Indian/Alaskan	0.7	0.4	0.4
Unknown	0.0	0.1	0.1

FUNCTIONING LEVEL OF PERSONS EMPLOYED

The functioning levels of persons with developmental disabilities who access community employment options continue to play a significant part in discussions with government officials, providers, and advocates. Functioning levels determined by the Colorado Division for Developmental Disabilities are based upon an assessment of the functional adaptive skills that an individual demonstrates in all major life areas (i.e., behavioral, physical, social, residential, vocational). As shown in Exhibit 4, the greatest proportion of those employed were reported to be functioning in the mild range of disability (64%). As the level of functioning declined, the number of individuals employed also declined. There did not appear to be a significant change in the percentage of persons employed in CIE for any functioning level from June 30, 1990 to June 30, 1991. The percentage of people employed in CIE who were functioning in the moderate range was 29%, in the severe range was approximately 7% and in the profound range, less than 1% for both quarters.

EXHIBIT 4

Functioning Level of Persons Employed
Quarters Ending June, 30, 1990 and June 30, 1991

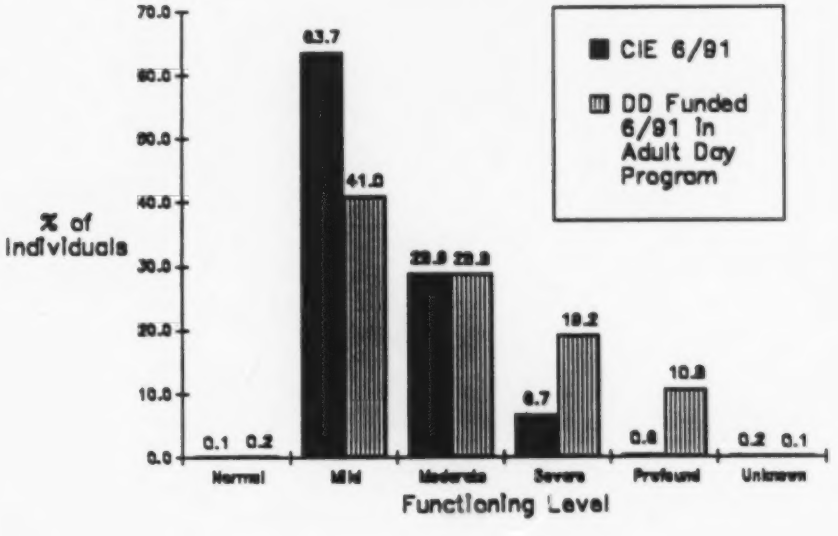


FUNCTIONING LEVEL OF PERSONS EMPLOYED AND ALL ADULTS SERVED

When comparing the functioning level of people employed in CIE to the functioning level of people served by the Division in adult day programs, it became apparent that the higher functioning the person, the greater the possibility of becoming employed, as shown in Exhibit 5. As of June 30, 1991, the percentage of people employed in CIE who were functioning in the mild range was 64%, while the percentage of adults served by the Division in day programs in the mild range was about 41%. As of June 30, 1991, the percentage of people employed in CIE who were functioning in the moderate range was 29% which is the same percentage of moderate functioning adults served by the Division in day programs. As of June 30, 1991, the percentage of people employed in CIE who were functioning in the severe range was 7%, while the percentage of adults served by the Division in the severe range as of June 30, 1991, was 19%. In reviewing the CIE Outcome Report for 1988, there has not been a significant change in the functioning levels of persons employed in the community and all adults served in day programs in 1991. However, there has been an increase in the number of individuals with lower functioning levels served throughout the community system, probably due to the recent deinstitutionalization movement from Wheat Ridge Regional Center, Denver, Colorado.

EXHIBIT 5

Comparison of Functioning Level of Persons Employed during the Quarter June 30, 1991, with Adults Served Through CCB's in Community Day Programs as of June 30, 1991



II. FUNDING SOURCES FOR INDIVIDUALS SERVED IN CIE

TOTAL DOLLARS EXPENDED IN CIE

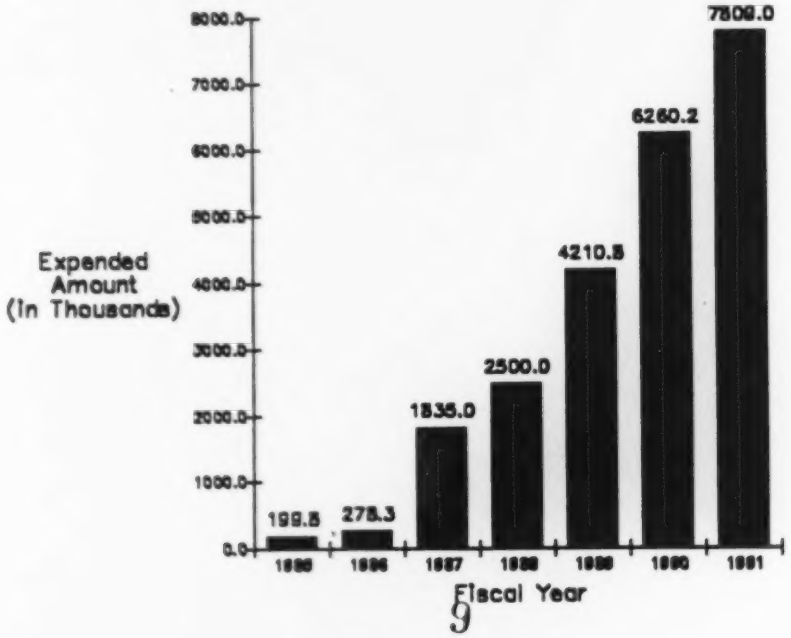
Along with an increase in enrollment into the CIE program, there has been an accompanying shift of resources from the traditional day programs into the CIE program. Exhibit 6 depicts the growth in state expenditures for the CIE program from FY 1985 through 1991. This does not entirely depict funds expended for community integrated services, however, because some agencies utilized regular adult day program funds to provide these services until FY 1990. The utilization of CIE funding through a separate contract line by the 20 Community Centered Boards steadily increased from Fiscal Year 1985 to 1991. There has been a significant increase in dollar utilization for CIE from FY 1990 (6.2 million) to FY 1991 (7.8 million) The following may be reasons for the increased usage of the CIE contract line (State General Funds) versus the traditional 1439 units required under the State line item:

A. The increased value of community integrated employment options by consumers, advocates, providers, State officials, employers, and local communities.

B. A perception that CIE funding is very flexible. It waives the regular adult day program requirement to bill by 1439 units and does not require face to face service.

C. CIE billing is based upon twelve months of consistent funding whereas regular State funding is billed down by units of service.

EXHIBIT 6
Total Dollars Expended on CIE Program from FY 1985 through FY 1991

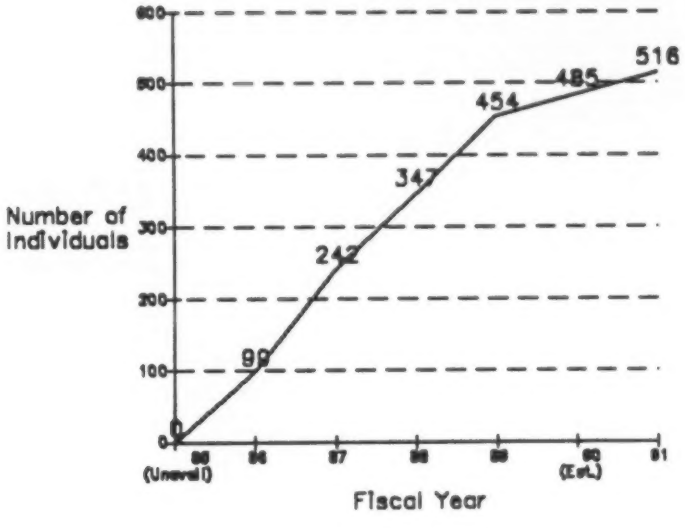


INVOLVEMENT WITH COLORADO REHABILITATION SERVICES

It has been very important to monitor the success of CIE in the developmental disabilities system and collaborative efforts with Colorado Rehabilitation Services. Exhibit 7 represents a comparison from Fiscal Year 1985 through 1991 for involvement by Colorado Rehabilitation Services (CRS) with individuals with developmental disabilities in CIE. The number of individuals involved with CRS grew from a count of 99 in FY 1986 to 516 in FY 1991 (CRS involvement in FY 1990 was not collected). The percentage of individuals involved in CRS and enrolled in CIE has stayed fairly steady from FY 1989 to FY 1991, from 33% to 28% respectively. CRS's reasons for involvement are due to resources that have targeted supported employment as the outcome, such as Establishment Grants, Title VI-C Funds, and Third Party Agreements with the Division for Developmental Disabilities or local provider agencies.

EXHIBIT 7

Comparison of Number of Individuals Involved with CRS from FY 1985 through 1991



III. EMPLOYMENT OUTCOMES IN CIE

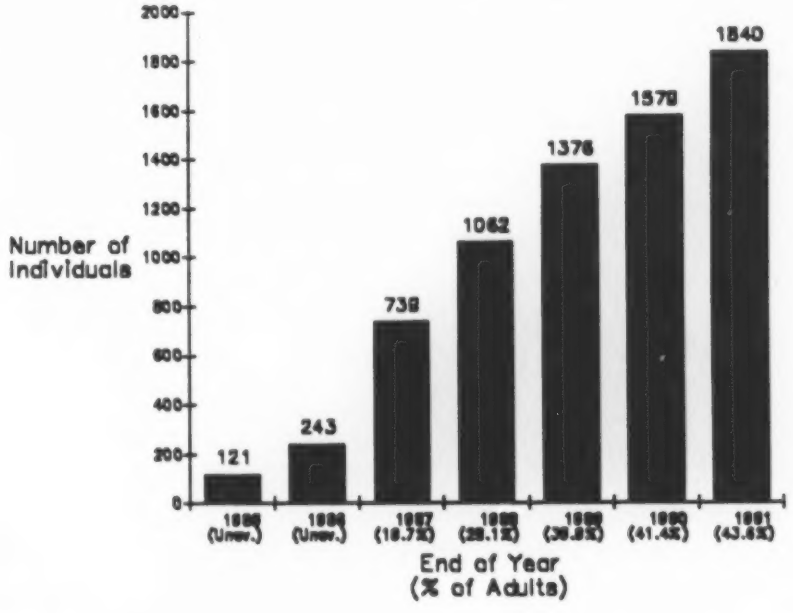
INDIVIDUALS ENROLLED IN CIE

The Community Integrated Employment Program began in 1984, with the Division's "Future Direction" paper (Division for Developmental Disabilities, 1984). This paper outlined the values, goals and feasibility of integrated work as an option for individuals receiving services throughout Colorado.

> "Beginning in FY 1985, the Division for Developmental Disabilities initiated a community employment project, called Competitive Maintenance Services (CEMS), and in FY 1986, the project was expanded and renamed the Community Integrated Employment (CIE) Program. The Division further articulated a policy in May, 1986, that stated that each person must be evaluated for the potential for employment in an integrated setting, and, in addition, established the objective and benchmark that 25% of the adults served in any catchment area be served in supported employment or competitive employment by January 1, 1988." (Issue Analysis Paper #3, Summer, 1988).

This goal was nearly achieved by December, 1987, when the community provider system in Colorado had made significant progress by placing nearly 22% of the adults in day program into community integrated employment services. The 25% goal was exceeded by June, 1991, when 44%, or 1,840 of the individuals served in adult day programs in Colorado were in community integrated employment services (represented in Exhibit 8).

EXHIBIT 8
Comparison of the Number of Individuals Enrolled in CIE
1985 through 1991

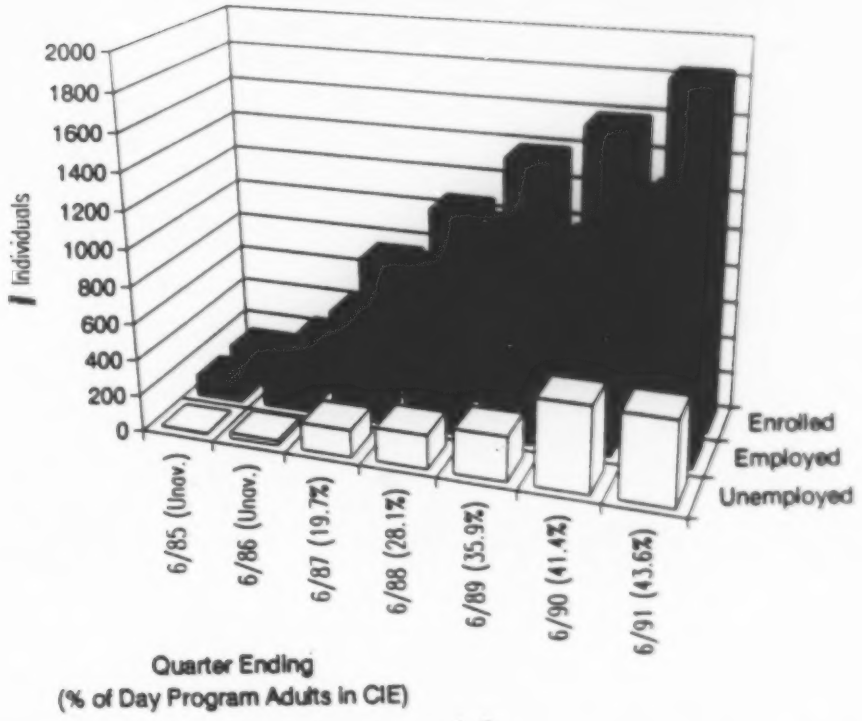


INDIVIDUALS RECEIVING CIE JOB SERVICES AND OTHER CIE SERVICES

All individuals receiving CIE services at any given point in time will not necessarily be employed. There are unavoidable periods of unemployment during which other CIE services such as training, job counseling, job find, etc. are provided. As shown in Exhibit 9, as of June 10, 1985, 96% (117 of 121) of the individuals participating in CIE were also employed, compared with 75% (1379 of 1840) of the individuals in CIE who were employed as of June 30, 1991. It is important to note that there has been a significant increase over the same years in the number of individuals participating in CIE. This may be due to the appropriateness of CIE for a greater number of individuals (values driving service strategies), increased flexibility of CIE funding; more individuals are being enrolled into the program who require greater supports so that job matching requires more sophistication; and/or recidivism may be taking its toll on individuals who have been in the program for a longer time. Whatever the reason, it will become important to monitor: 1) the length of time an individual is participating in the CIE program but is not employed and 2) the length of time individuals remain employed and their career progress (i.e., job advancements, promotions).

EXHIBIT 9

Comparison of Number of CIE Participants for the Ends of FY 1985 through 1991 Employed and Participating in CIE



PERSONS RECEIVING CIE SERVICES BY CCB

The local community, politics and economics can influence how well the CIE program is implemented in each service area. Exhibit 10 represents the progress made by each Community Centered Board with adults in CIE services. In a few service areas the numbers would do reflect the CIE program provided through a different funding source (non-DDD) such as, students graduating from school into work life (these services were established through local agreements with the provider and school and not billed to the Division) and over service.

EXHIBIT 10

Comparison of Number of Persons and Percentage of Adult Day Program* Receiving CIE Services By CCB, from 1988 through 1991

CCB	6/88		6/89		6/90		6/91	
	#	%	#	%	#	%	#	%
Arkansas Valley	11	16.2%	14	18.2%	14	16.7%	28	32.2%
Blue Peaks	16	21.4%	39	53.4%	29	43.9%	30	53.6%
Centennial	44	15.8%	87	29.1%	97	32.4%	114	35.6%
Community Connect.	57	98.3%	58	92.1%	47	82.5%	55	79.7%
Community Options	44	26.0%	39	29.5%	56	43.4%	62	41.9%
Denver Board	100	15.7%	153	24.8%	197	30.9%	231	34.6%
DD Center - Boulder	74	40.7%	98	53.6%	116	60.1%	133	63.0%
Develop. Pathways	124	43.9%	125	55.3%	258	100.0%	272	95.8%
Dev. Trng Services	27	27.8%	43	39.4%	42	39.6%	48	35.8%
Eastern Colorado	8	6.7%	12	10.0%	24	19.0%	31	23.5%
Foothills Gateway	28	12.3%	42	18.3%	63	26.3%	92	34.6%
Horizons	22	78.6%	24	77.4%	16	50.0%	17	51.5%
Jefferson County	122	33.3%	127	33.7%	165	42.5%	180	42.7%
Mesa Dev. Services	124	83.7%	120	87.6%	88	65.7%	87	58.4%
MRC	56	16.1%	129	35.1%	97	27.6%	105	27.2%
Mt. Valley	16	30.8%	27	45.8%	23	38.3%	24	36.4%
North Metro	78	30.5%	67	28.4%	136	51.9%	151	45.5%
Pueblo	91	31.4%	104	36.5%	75	26.3%	125	37.2%
Southeastern Colo.	13	35.1%	9	29.0%	14	46.7%	12	42.9%
Southern Colorado	7	9.9%	25	30.1%	22	30.1%	20	23.3%
STATE TOTAL	1062	28.1%	1342	35.9%	1579	41.4	1817	43.1%

* Percentage of Adult Day Program was derived by dividing the number of individuals in CIE by an unduplicated count of adults with a Billing transaction and adults reported to the CIE system. Thus percentages also vary by number of adults billed in other adult programs.

INDIVIDUALS EMPLOYED AND PARTICIPATING BY CCB

It is important to evaluate the CIE program by the number of individuals employed versus those who are actively receiving CIE services to achieve employment status. Exhibit 11 represents the number and percentage of individuals employed or participating in the CIE program by each Community Centered Board as of quarter ending June 30, 1991. The overall numbers and percentages may not reflect some CCB's total CIE initiative due to over service and individuals not funded by the Division.

EXHIBIT 11

Comparison of Number and Percentage of Individuals Participating or Employed in CIE by CCB, June 30, 1991

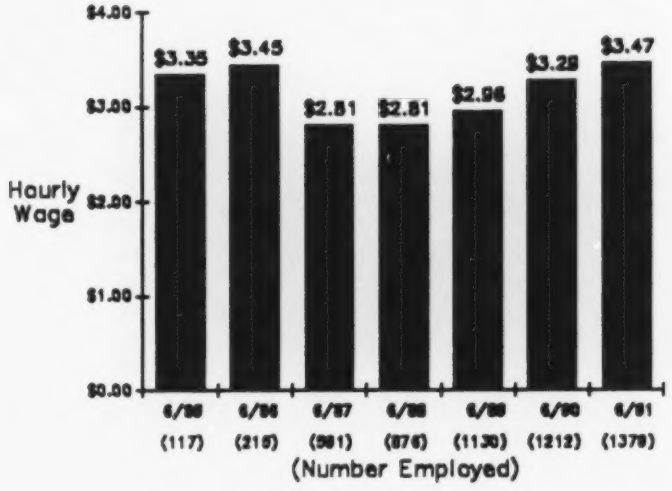
CCB	Employed		Unemployed	
	#	%	#	%
Arkansas Valley	25	89.3%	3	10.7%
Blue Peaks	25	83.3%	5	16.7%
Centennial	68	59.6%	46	40.4%
Community Connect.	27	49.1%	28	50.9%
Community Options	44	71.0%	18	29.0%
Denver Board	159	68.8%	72	31.2%
DD Center - Boulder	103	77.4%	30	22.6%
Develop. Pathways	114	41.9%	158	58.1%
Dev. Trng Services	42	87.5%	6	12.5%
Eastern Colorado	23	74.2%	8	25.8%
Foothills Gateway	80	87.0%	12	13.0%
Horizons	13	76.5%	4	23.5%
Jefferson County	158	87.8%	22	12.2%
Mesa Dev. Services	77	88.5%	10	11.5%
MRC	85	81.0%	20	19.0%
Mt. Valley	22	91.7%	2	8.3%
North Metro	68	45.0%	83	55.0%
Pueblo	80	64.0%	45	36.0%
Southeastern Colo.	5	41.7%	7	58.3%
Southern Colorado	20	100.0%	0	0.0%
TOTAL	1238	68.1%	579	31.9%

AVERAGE HOURLY WAGE

The average hourly wage for individuals employed has been established as a quality of life indicator across the United States. As illustrated in Exhibit 12, average hourly wage earned has increased by twelve cents from June 30, 1985, to June 30, 1991. This increase is probably due to the increase in federal minimum wage requirement across the United States over the last few years. It is interesting to note that the average hourly wages for individuals with developmental disabilities have not kept pace with even the federal minimum wage, in fact, individuals with developmental disabilities, percentage wise, are losing ground.

EXHIBIT 12

Comparison of Average Hourly Wage in CIE from FY 1985 through 1991, Including Quarter Ending June 30, 1991

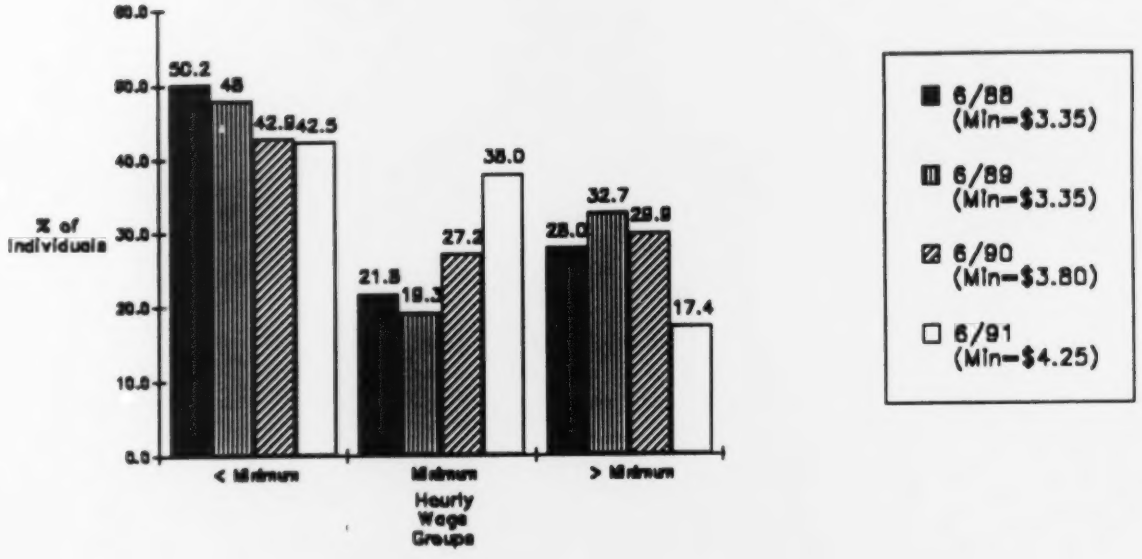


WAGE INFORMATION BY FISCAL YEAR

Reviewing wage information by the federal minimum wage criteria, allows the success of the CIE program to be evaluated against standards utilized for all persons. The data in Exhibit 13 indicates that of the individuals employed for whom wages were reported as of June 30, 1989, 42% were earning less than minimum wage, about 38% were earning at minimum wage and approximately 17% were earning more than minimum wage. Overall, approximately 55% were earning at or above the federal minimum wage. There has been a decrease from greater than minimum wage to minimum wage categories from June 30, 1990, to June 30, 1991 but no change from less than minimum wage to minimum wage categories in the same time period.

EXHIBIT 13

Comparison of Wage Information in CIE
June 30, 1988 through June 30, 1991

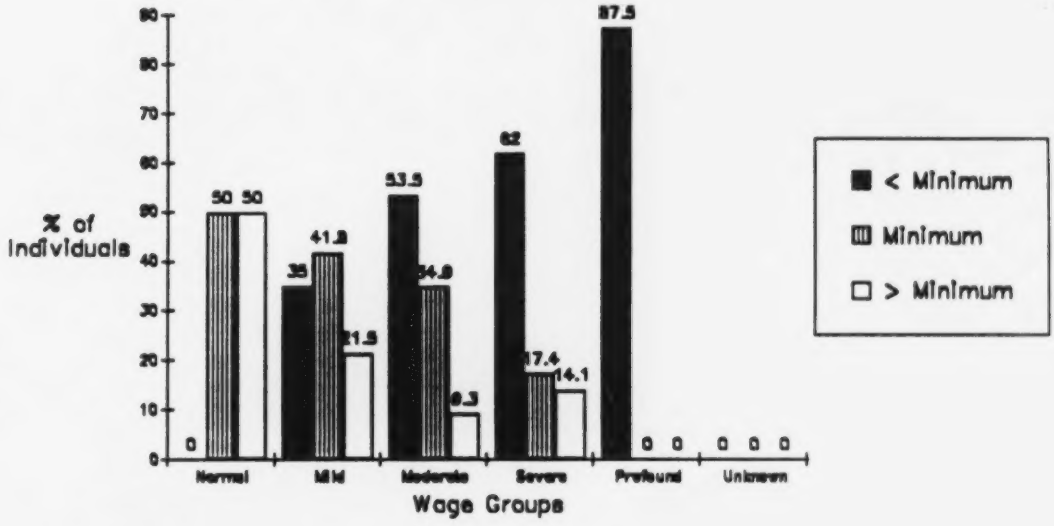


WAGE LEVEL AND FUNCTIONING LEVEL

It is important to evaluate the functioning level of persons employed compared to their wages. Exhibit 14 supports the assumption that a relationship exists between reported level of functioning and wages received. A trend is shown when 88% of the individuals functioning in the profound range, approximately 62% of the individuals functioning in the severe range, 54% of the individuals functioning in the moderate range, 35% of the individuals functioning in the mild range, and 0% of the individuals functioning in the normal range, earned less than minimum wage for quarter ending June 30, 1991. The higher functioning an individual is, the less chance they will have of earning less than minimum wage. It also appears that a trend is occurring where the higher functioning an individual is, the more likely they will earn at above minimum wage. This is shown through analysis of Exhibit 14. Not shown in this report, but worth noting, there has been a significant change from FY 1990 to FY 1991 for individuals functioning at the severe level, where fewer individuals are earning less than minimum wage.

EXHIBIT 14

Comparison of Wage Levels and Reported Levels of Functioning
June 30, 1991



SERVICE STRATEGY AND WAGE LEVEL

Service strategies for CIE include, but are not limited to the following: (1) individual supported employment, (2) programs in industry or enclaves, (3) mobile work crews, and (4) entrepreneurial strategies. Exhibit 15 presents the number of individuals in specific CIE strategies (methods of providing job supports) by wage levels for quarter ending June 30, 1991. All indicators point toward the conclusion that individuals employed in the job coach strategy or independent supported employment job setting tend to earn higher wages (above minimum wage) versus individuals employed in group settings (i.e., mobile crews, programs in industry, enclaves), who earn on the average less than minimum wage.

EXHIBIT 15

Comparison of Number of Individuals:
Service Strategy by Wage Level
June 30, 1991

Service Strategy	Less than Minimum	Minimum	More than Minimum
Independent Supported Employment	13.3%	58.9%	27.3%
Programs in Industry	87.4%	4.5%	6.5%
Mobile Crews	75.9%	18.6%	4.1%
Entrepeneurial	90.9%	4.5%	4.5%
Other	41.0%	10.3%	2.6%

TOTAL WAGES EARNED IN CIE

As the nation focuses on the cost-benefit analysis of community integrated employment, the Division is able to gain substantial information related to increased buying power, increased tax contributions and reduction of tax supported benefits for individuals with developmental disabilities across time due to the CIE data collection system. Exhibit 16 represents information related to the financial impacts on the Colorado economy. It shows the sum of the average hourly wage reported for each community employed individual in the quarters selected. Overall, the total dollars earned in one hour by all individuals employed through CIE has increased from $402 to $4,659, due to an increase in the average wages and of individuals employed.

EXHIBIT 16

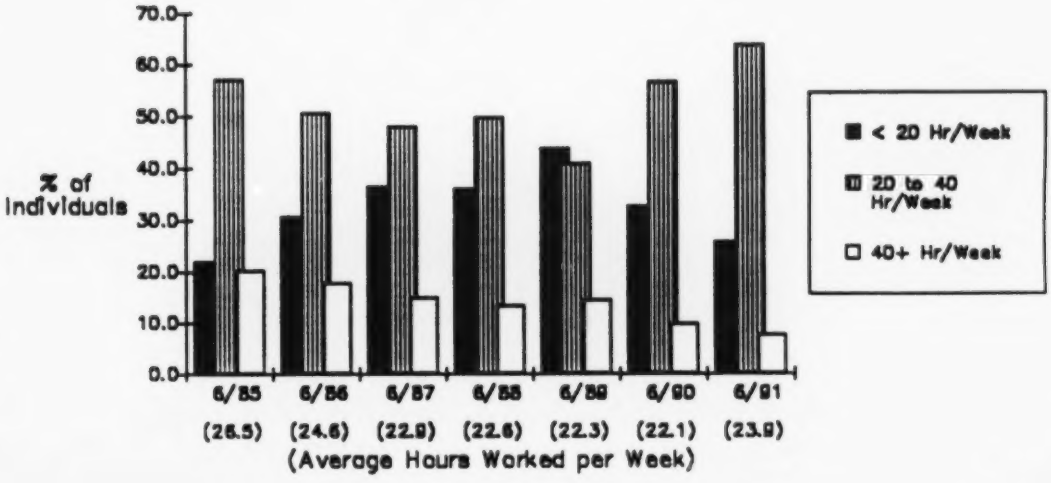
Comparison of Total Wages Earned In One Hour by All Individuals Employed in CIE from 1985 through 1991

AVERAGE HOURS WORKED BY FISCAL YEAR

The average hours worked per week for individuals in CIE, has been designated as a quality of life indicator across the United States. Exhibit 17 details a comparison of groupings of average hours worked per week in the last quarter of fiscal years June, 1985, through June, 1991. Except for June, 1988, where the average hours worked per week was 26.5, the last four years have remained fairly constant, and the most recent average hours worked per week was 23.9 for quarter ending June 30, 1991. It does appear that overall from FY 1985 to FY 1991, the percentage of individuals working 20 to 40 hours per week has gone up from 57% to 64%.

EXHIBIT 17

Comparison of Average Hours Worked Per Week From 1985, through 1991

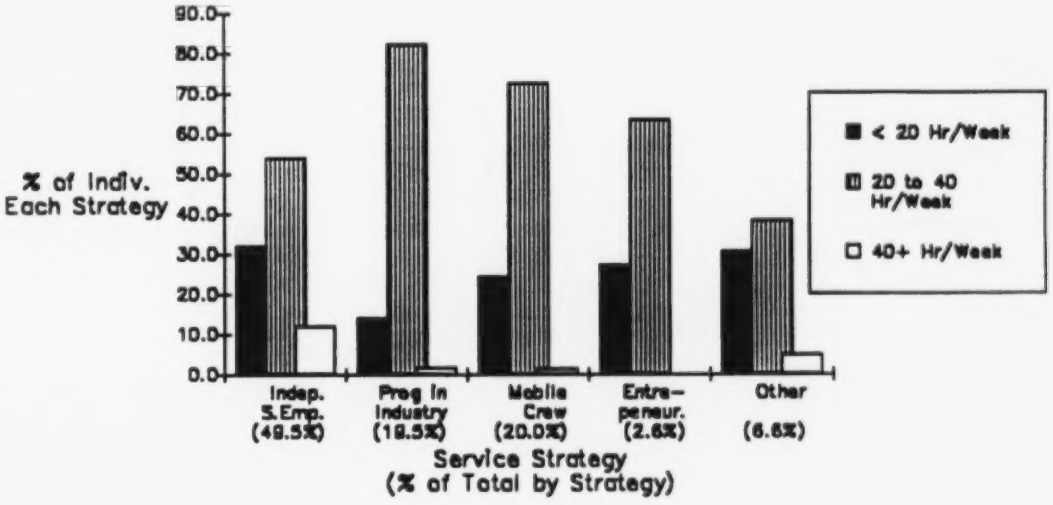


HOURS WORKED AND SERVICE STRATEGY

It has been clearly identified that a relationship exists between the hours an individual works in the community and the service strategy utilized with an individual. As shown in Exhibit 18, the individual supported employment strategy was the most frequently utilized means of providing CIE, at 56%. The program in industry (enclave model) was ranked second in strategy utilization (22%), with the mobile crew ranking third in strategy utilization (21%). The entrepreneurial strategy was ranked lowest in utilization, at 2%. Exhibit 18 also shows that people employed in the programs in industry are likely to work 20 or more hours per week, although they are paid less per hour.

EXHIBIT 18

Comparison of Hours Worked Per Week by Service Strategy for Quarter Ending June 30, 1991

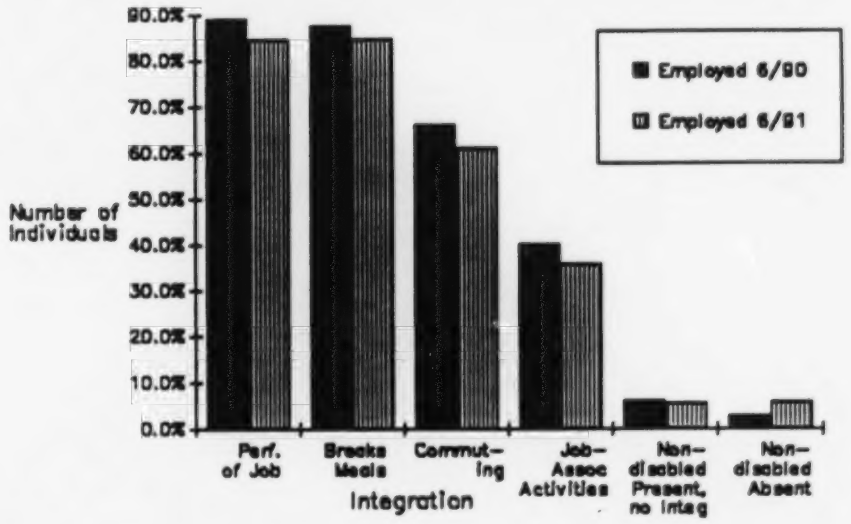


INTEGRATION AREAS

Integration is defined under the CIE program in six areas, as follows: (1) integration occurs during the performance of the job, (2) integration occurs during breaks and lunch, (3) integration occurs while commuting to the job, (4) no integration occurs, but non disabled people present, and (5) non disabled people are absent from the work environment. This definition was rewritten in FY 1990, to attempt to capture the meaning of integration more accurately. It appears that not much change has occurred between FY 1990 and FY 1991 related to integration on the job.

EXHIBIT 19

Comparison of Integration Related to the Job For Quarter Ending June 30, 1990 and Quarter Ending June 30, 1991



INTEGRATION BY SERVICE STRATEGY

As different strategies for community integrated employment are developed and utilized it is important to understand the degree of integration that typically occurs with each strategy. Exhibit 20 shows the comparison of integration related to the service strategy in the CIE program. The independent supported employment strategy shows a high degree of integration and high wages for individuals (refer to Exhibit 15). There is some concern related to how the programs in industry strategy is being defined, because wages are low and 18.8% of participants time is spent in segregated environments. Are the programs in industry being run by the service agency or a community business? The entrepreneurial strategy shows a high degree of integration, although wages are low for individuals in the CIE program.

EXHIBIT 20

Comparison of Integration Related to the Service Strategy
June, 1991

	Indep. Supported Employment	Programs in Industry	Mobile Crew	Entrepre-neurial	Other
Integ. in Performance of Job	98.7%	56.2%	83.1%	100.0%	37.0%
Integ. during Breaks/Meals	96.1%	71.8%	74.1%	90.9%	37.0%
Integ. while Commuting	78.7%	46.8%	35.9%	36.4%	33.3%
Integ. in Job-Associated Actvities	51.1%	12.7%	22.8%	59.1%	29.6%
Non-disabled people present but no integration	0.8%	14.6%	9.3%	0.0%	0.0%
Non-disabled people absent	0.0%	18.8%	2.4%	0.0%	63.0%

IV. SATISFACTION AND DECISION-MAKING POWER IN CIE SERVICES

The following information is taken from Director's Reports that are published by the Colorado Division for Developmental Disabilities Data Management Section.

COPAR METHODOLOGY

A two-year longitudinal study of changes in the life circumstances of persons with developmental disabilities was recently completed using the Colorado Progress Assessment Review (COPAR) Survey tool. This study was based on a stratified random sample of 704 persons receiving residential or adult day services and 206 persons waiting for community services funded by the Division for Developmental Disabilities. (Persons in infant stimulation or preschool services were not sampled.) Random samples of 30 persons or 10% of the service population (which ever was greatest) were drawn from each Community Centered Board service population and waiting list population and from each Regional Center. The samples were found to be statistically representative of the population from which they were drawn based on age, sex, ethnic status, functioning level, residential setting, day program, and funding type.

To complete COPAR forms, an independent marketing firm conducted interviews directly with persons served and with the family or other persons providing supports in residential and day program settings. These interviews were conducted in the winter of 1990 and again in the winter of 1991 to identify changes which were occurring for persons receiving services and for those waiting for services.

SATISFACTION WITH DAY SERVICES

It is an objective of the Division to provide services and supports that meet the satisfaction of the persons who receive them. The COPAR tool provides an opportunity for the person with developmental disabilities to express his or her satisfaction with services and life conditions and "open-ended" expression of what could be better about services, where he/she lives, or his/her job, school, or day program, or in general.

The Satisfaction section of the COPAR is completed through on-site interviews with persons receiving services. Of the 340 adults in the COPAR sample, 263 individuals were included in the day services satisfaction analysis. Reasons for which individuals were not able to be included in the analysis were: (1) inability or unwillingness of the person to be involved in the satisfaction survey (2) not in a funded day service, and/or (3) inconsistency of the responses received from that person.

Research has shown that there are two major tendencies in responses of individuals with mental retardation: acquiescence and recency (Rosen, Floor, & Zistein, 1974) (Sigelman, Budd, Spanhel, & Schoenrock, 1981) (Spanhel, Sigelman, Schoenrock, Winer, & Hromas, 1978). Acquiescence is the tendency to respond with a "yes" to questions. Recency is the tendency to select the first choice presented. To control for these tendencies, two sets of paired questions occur within the satisfaction section which ask the same information in two manners. All portions of the COPAR which relied on interview [satisfaction and choice sections] were discarded for any individual who did not provide consistent responses on these two sets of check questions.

Exhibit 21 provides satisfaction levels for all individuals in the satisfaction sample receiving funding for a day service. It compares the satisfaction of individuals in 1990 to 1991 and compares the satisfaction levels of persons receiving day services in integrated versus segregated settings. These results can be summarized as follows:

- Satisfaction with day services, in terms of liking the program, learning a lot, and liking staff or teachers, was quite high (1991 Total column). Almost nine out of every 10 persons expressed satisfaction in these areas.
- There was a slight reduction in day service satisfaction levels from 1990 to 1991.
- Similar satisfaction levels were expressed by persons within integrated and segregated day settings. The minor differences observed were not statistically significant (Chi Square).

EXHIBIT 21: SATISFACTION BY DAY PROGRAM INTEGRATION, WINTERS of 1990 and 1991 (Expressed in Percentage of Respondents)

DAY PROGRAM QUESTIONS (COPAR TOOL)	1991 INTEGRATED DAY SETTING	1991 SEGREGATED DAY SETTING	INTEG. VS SEG. SIGNIFICANCE LEVEL*	1991 TOTAL DAY FUNDED**	1990 TOTAL DAY FUNDED**
9. DO YOU LIKE IT AT YOUR JOB, SCHOOL, OR DAY PROGRAM? (sample size->)	118	143	none	261	271
Yes	88.2%	90.5%		89.4%	91.7%
Maybe, sort of, not sure	6.7%	2.9%		4.6%	7.1%
No	5.0%	6.6%		5.9%	1.2%
10. DO YOU LEARN A LOT AT YOUR JOB, SCHOOL OR DAY PROGRAM? (sample size->)	120	143	none	263	271
Yes, enough, a lot	90.3%	84.6%		87.2%	96.1%
Maybe, sort of not sure	4.0%	6.3%		5.3%	2.4%
No, not enough	5.7%	9.0%		7.5%	1.5%
11. DO YOU LIKE THE STAFF/TEACHERS AT YOUR JOB, SCHOOL OR DAY PROGRAM? (sample size->)	118	143	none	261	268
Yes	91.8%	88.1%		89.8%	94.2%
Maybe, sort of, not sure	5.3%	6.9%		6.2%	5.7%
No	2.8%	5.0%		4.0%	0.1%

* Significance level of differences between satisfaction levels in Community Total and Institutional Total for questions 1-8 and between Integrated and Segregated settings for questions 9-11 using the Chi Square Test of Independence. For example, a significance level of .001 would indicate that ther is 1 chance out of 1,000 that this difference was obtained by chance in the sample and is not acutally representative of the differences in the population. "None" indictes that he differences observed are not statistically significant.

** Total Day Funded column includes- individuals receiving Division funded (state, HCB-DD, or RC) day services. Persons receiving day services in integrated and/or segregated settings are included in the "Total Day Funded" columns.

ACTIVITY LEVELS BY DAY SERVICE SETTING AND FUNCTIONING LEVEL

Persons with developmental disabilities are often not afforded opportunities to participate in everyday activities within a community. Even when they are physically integrated in terms of living in an apartment or working in the community, they are often not provided the support needed to assist them in the activities that other citizens take for granted.

The following analysis (Exhibit 22) examines the differences in average activity levels dependent on whether day services are provided in integrated or segregated settings. This analysis also takes into account functioning level, to assess whether any differences observed between activity levels of persons with day services in integrated and segregated settings fluctuate with assessed functioning level.

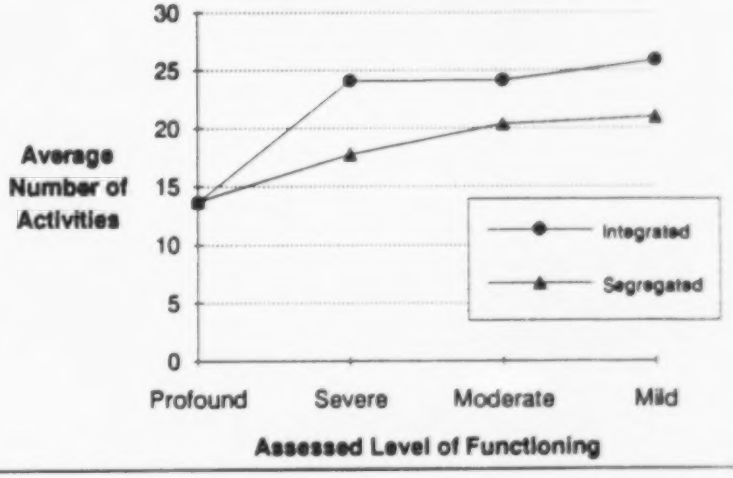
Functioning levels (mild, moderate, severe, and profound) are categorical terms used to summarize the degree of impact that the developmental disability is assessed as having on the person's ability to meet standards of maturation, learning, independence and/or social responsibility that are expected for his or her age level and cultural group, as determined by clinical assessment based on adaptive scales, IQ scales, and observation (AAMR, 1983).

The following points summarize the results of this analysis which were statistically significant (ANOVA, .001):

- o Persons participate in more activities on the average if they receive day services in an integrated setting than if they receive day services solely in a segregated setting. This is true for all levels of functioning except profound.

- o There is a tendency for persons assessed at higher functioning levels to participate in more activities, regardless of day service setting.

EXHIBIT 22: Activity Levels by Day Service Setting and Functioning Level (Based on 499 respondents)



COMPARISON OF DECISION-MAKING FOR PERSONS IN COMMUNITY INTEGRATED EMPLOYMENT PROGRAMS AND SEGREGATED DAY PROGRAMS

Everyone wants to have control over their life circumstances. Persons with developmental disabilities are often not allowed this control. The Accreditation Council on Services for People with Developmental Disabilities (1988) defines the areas in which choices should be available as those

> "that affect the lives of individuals including decisions related to residence; employment; types of programs and services to receive; admission, discharge, and transfer; use of leisure time; selection of friends and companions; and any other decisions related to the individual that are consonant with the rights of others."

The Decision-Making/Choice Section of COPAR allows persons receiving services or other respondents answering for those persons to indicate the degree to which each person is involved in making decisions or choices in 15 areas. During the survey, persons were always provided the opportunity to respond to these questions directly, but when they were unwilling or unable to, then other respondents familiar with their involvement in decision-making were interviewed.

When persons receiving services responded directly, a consistency check was performed to ensure that they were understanding the questions and not being affected by a desire to please or a tendency to select the choice offered most recently. Reasons for which individuals were not included in the analysis were: (1) inability or unwillingness of the person to be involved in the personal interview or (2) inconsistency of the responses received from the persons.

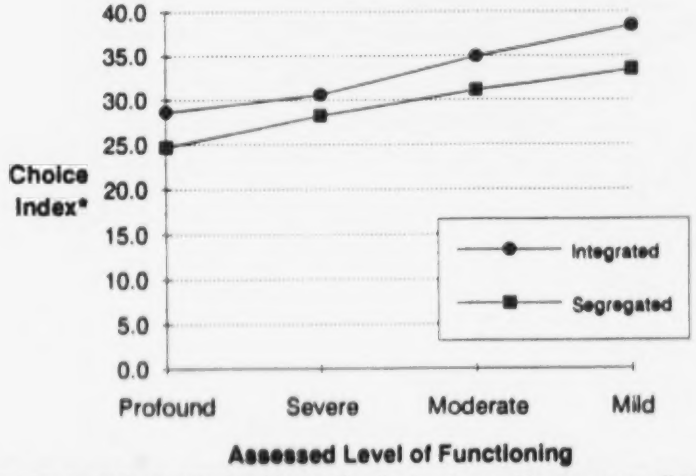
The following analyses examine the differences in decision-making involvement between persons who are enrolled in Community Integrated Employment (CIE or Supported Employment) to those enrolled in day programs provided in segregated settings. (The new community integrated programs: Community Support Services and Services for Retirees had not been initiated at the time of these surveys.)

The first analysis takes functioning level into account, to assess whether any differences observed between decision-making are a result of differences in assessed functioning levels of persons in those day settings.

The following points summarize the results of this analysis which were statistically significant (Exhibit 23):

- **Regardless of their assessed functioning level, persons are more involved in making decisions if they receive a community integrated day program than if they receive a segregated day program** (ANOVA, .001).
- **Persons assessed at higher levels of functioning are more involved in making decisions, regardless of day program** (ANOVA, .001).

EXHIBIT 23: Choice Index* by Day Program Setting and Functioning Level (Based on 429 respondents)



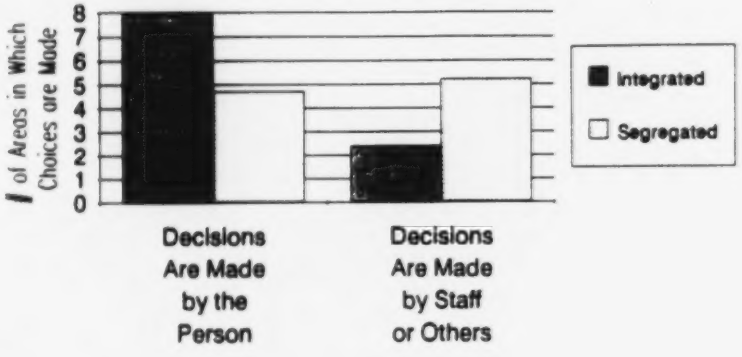
* The Choice Index is calculated by totaling the involvement levels across all 15 choice areas with an adjustment for missing data and for questions which were not applicable to certain individuals. This index allows consideration of all levels of involvement across all choice areas.

Exhibit 24 compares the number of areas in which decisions are made independently by the person with a developmental disability as compared to those made by staff or other persons without their involvement. The following trends may be noted:

- **Persons served in integrated day programs make decisions independently in more areas than do persons served in segregated day programs.**
- **Persons served in segregated day programs are having decisions made for them by staff or other persons in more areas than are persons served in integrated day programs.**

EXHIBIT 24:

Who Makes Choices:*
The Impact of Day Service Setting
(Based on 430 respondents)



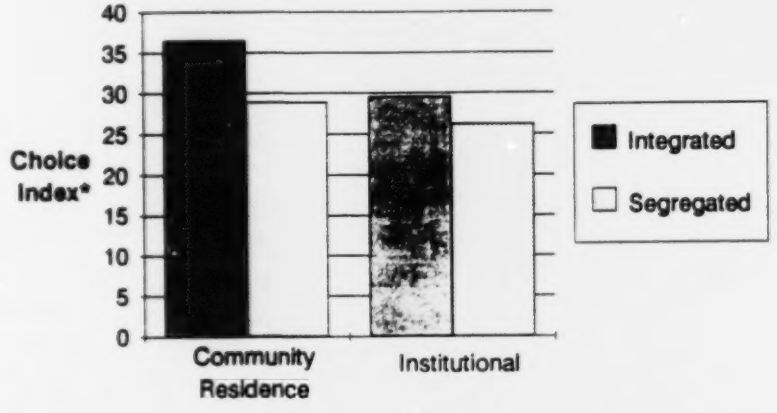
* To reduce the complexity of this comparison, decisions made jointly by the person with developmental disability and staff or someone else were not included. Therefore, the two bars representing each day program setting type may not sum to the same total.

Since most of the decision areas analyzed could be viewed as decisions made outside of a work or day program environment, a statistical analysis was performed to determine if the differences observed between persons in integrated and segregated day programs were due to differences in their residential setting (institutional versus community). This analysis found that (Exhibit 25):

- **Persons receiving integrated day programs had more involvement in making decisions than did persons in segregated day programs regardless of whether they lived in community or institutional settings (ANOVA, .001), but the differences were not as great for persons living in institutional settings as for those living in the community (ANOVA, .02).**

EXHIBIT 25:

Choice Index* by Day Service Setting and Residential Setting
(Based on 278 respondents)



* The Choice Index is calculated by totaling the involvement levels across all 15 choice areas with an adjustment for missing data and for questions which were not applicable to certain individuals. This index allows consideration of all levels of involvement across all choice areas.

30

Exhibit 26 compares decision-making involvement for persons in segregated to integrated day programs in terms of who picked their job or work.

- **Persons provided a day program in a community integrated setting have more involvement in selecting their job or work than do persons in segregated day programs.** While the differences portrayed are statistically significant, they are not as pronounced as might be expected (Chi Square, .00001).

- **Overall, 44.6% of persons provided day programs are involved in selecting their jobs or work, with or without assistance. 55.4% have no involvement.**

EXHIBIT 26: Involvement in Making Decisions for Persons Receiving Day Services in Integrated and Segregated Programs

	FUNDED DAY PROGRAM IN INTEGRATED SETTINGS	FUNDED DAY PROGRAM IN SEGREGATED SETTINGS	FUNDED DAY PROGRAM OVERALL
WHO PICKED YOUR JOB OR WORK?			
Staff or someone else	39.6%	66.4%	55.4%
I did, with staff or someone else's help	48.3%	24.6%	34.3%
I did	12.1%	9.0%	10.3%
Sample Size	149	210	359

REFERENCES FOR SECTION IV:

Accreditation Council on Services for People with Developmental Disabilities, 1990 Standards for Services for People with Developmental Disabilities: Field Review Edition, 120 Boylston Street, Suite 202, Boston, Mass, 02116, 1988.

American Association on Mental Retardation (previously named: American Association on Mental Deficiency), Classification in Mental Retardation, Editor: Herbert J. Grossman, 1983 Revision.

Rosen, M., Floor, L., and Zistein, L., "Investigating the phenomenon of acquiescence in the mentally handicapped: I-Theoretical model, test development, and normative data", British Journal of Mental Subnormality, Vol. 20, pp. 58-68, 1974.

Sigelman, C.K., Budd, E.C., Spanhel, C.L., and Schoenrock, C.J., "When in doubt, say yes: Acquiescence in interviews with mentally retarded persons," Mental Retardation, Vol. 19, pp. 53-58, 1981.

Spanhel, C.L., Sigelman, C.K., Schoenrock, C.J., Winer, J.L., and Hromas, S.G. (1978). The feasibility of interviewing the mentally retarded: responsiveness, reliability, and response bias, Lubbock, Texas: Research and Training Center in Mental Retardation, Texas Tech University, 1978.

CONCLUSION

The Community Integrated Employment Program, funded through the Colorado Division for Developmental Disabilities has been in place since FY 1985. Four areas need continued evaluation: (a) characteristics of individuals in CIE, (b) funding sources and funding availability for individuals served in CIE, (c) employment outcomes and (d) individual satisfaction and decision-making power in CIE.

In the area of characteristics of individuals enrolled in CIE, the Division needs to encourage the service system to provide CIE services to individuals with the most challenging needs and to individuals with a variety of ethnic backgrounds.

The Division needs to assist providers in conversion of sheltered work centers into CIE services. The Division also needs to continue to support providers in their lobbying efforts with the legislature to fund more CIE services for individuals with developmental disabilities.

The third area of employment outcomes requires the Division and providers to continue data collection for individuals in the CIE program. The employment outcomes are a good measure of success for the services. Because of the increased numbers of individuals employed and participating in the CIE program, the Division will need to review its method of data collection and potentially convert to a "sample" survey.

The fourth area of individual job satisfaction and influence of the individual to make her or his own decisions in the CIE program is the most significant measure of success of the CIE program. The Division, providers, families and other interested individuals must empower the individual with the developmental disability in her or his own life, including work.